
University of California Los Alamos National Laboratory Transition Support

REVISED April 10, 2006 to reflect information received regarding the Capital Accumulation Provision and retiree health. See changes on pages 9, 10 and 12.



A Presentation of UCOP
March 2006



Unclassified

Today's Agenda

- Purpose of today's meeting
- Current situation
- Your decisions
- Decision support material
- Important dates
- Additional information

Purpose of Today's Meeting

- Review your benefits going forward
- Highlight the decisions you need to make, and by when
 - Employment decision
 - UCRP-related decisions
- Remind you of available resources
- Answer your questions

Current Situation

- NNSA has approved the benefits package
- LANS offer letter, UC decision kit should be in your hands
- Your deadline is May 15 to decide:
 - on LANS job offer
 - on UCRP options
- Both LANS and UCRP forms were included with LANS offer letter packet

Today's Topics

- Your UCRP-related decisions
- Your CAP balance
- Your sick leave
- Your vacation time
- Retirement savings programs, including loans from 403(b)
- Available resources

If You Are Vested in UCRP and Transfer to LANS...

- Your UCRP service credit transfers to the LANS Total Compensation Plan 1 (TCP1)
- Your future retiree medical benefits are through LANS

If You Are NOT Vested in UCRP and Transfer to LANS...

- You may choose LANS TCP1 or TCP2
- Your UCRP service credit transfers to the plan
 - Under TCP1, it is combined with your LANS service credit to calculate your total retirement benefit
 - Under TCP2, it counts toward the service-based employer contributions
- Your future retiree medical benefits are through LANS

If You Choose Inactive UCRP Status and Transfer to LANS...

- You maintain your benefits earned under UCRP through May 31, 2006
 - You may retire later and receive a UCRP monthly pension benefit or lump-sum cashout
- You enter TCP2
- You may retire under UCRP from age 50 onward, even if you keep working at LANS
- Your future retiree medical benefits are through LANS

If You Choose Inactive UCRP Status and Transfer to LANS...

- If you entered UCRP before January 1, 1990 and you have had no break in service over 120 days, you are eligible for 100% of the LANS maximum contribution for retiree medical benefits under TCP1 upon retiring provided that:
 - You have at least 10 years of UC service credit
 - You have at least 5 years of UC service credit and retire at age 55 or later
 - You choose a monthly pension

If You Choose Inactive UCRP Status and Transfer to LANS...

- For those who entered UCRP on or after January 1, 1990:
 - Your UCRP service credit may make you eligible for retiree medical under TCP1 rules
 - 20 years of service = 100% maximum LANS contribution
 - With 10+ years of service, eligible for proportional amount of subsidy (50% at 10 years, 55% at 11 years, 60% at 12 years, etc.)
 - If your age + years of service = 75, eligible for 50% subsidy
 - You must choose a monthly pension

If You Decide to Retire Under UCRP...

- You must decide on a monthly pension or lump-sum cashout
 - Retiree medical and dental coverage available only with monthly pension option
 - If you're eligible under UC rules, retiree medical and dental will be provided by LANS
- You must decide what to do with your CAP balance
 - Receive the cash or roll it over to an IRA or another qualified plan

About Your CAP Balance

- If you are retiring from UCRP, you must take your CAP
- If you are not vested in UCRP and transition to LANS TCP2, you must take your CAP
- If you elect inactive vested status in UCRP you can choose to either take your CAP or leave it with UC
- If you transition to LANS TCP1 your CAP must stay with UC until you terminate employment with LANS.

About Your Sick Leave

- If you choose to be a transitioning LANS employee, your sick leave will automatically be transferred to LANS
- If you choose inactive status under UCRP and transfer to LANS, you may:
 - transfer your sick leave to LANS (it will not convert to service credit in UCRP), or
 - leave your sick leave with UC

NOTE: Your sick leave will be converted to UCRP service credit only if you elect a monthly benefit and retire within 120 days of your separation; otherwise, you lose it

About Your Vacation Time

- The LANL Payroll Office has sent you your options in a separate mailing

Retirement Savings Program

- Defined Contribution Plan
- Tax-Deferred 403(b) Plan
- 457(b) Deferred Compensation Plan
- Contributions end with last UC paycheck

About Your Retirement Savings Plan Accounts

- After April 28, 2006:
 - The 403(b) Plan will not accept contribution changes, new enrollments or new loan applications
 - The 457(b) plan will not accept contribution changes or new enrollments

Distribution Options for Retirement Savings Plan Accounts

- Distribution options depend on your balance in a particular plan
- If you have \$2,000 or more:
 - you can leave the money in the plan and
 - transfer money among investment options
 - roll money into the Plan
 - you can roll it over to another plan, including the LANS 401(k) plan

Distribution Options for Retirement Savings Plan Accounts

- If you have less than \$2,000:
 - receive the money or
 - roll it over into an eligible plan, including the LANS 401(k) plan
- If you provide no direction and your balance is less than \$2,000, it will be:
 - automatically transferred to an IRA and held for you (balance between \$1,000 and \$2,000)
 - sent to you in a check (if balance is less than \$1,000)

If You Have a 403(b) Plan Loan

- After May 31, 2006 your options are:
 - repay the outstanding balance in full, or
 - arrange monthly electronic funds transfers with FITSCo.
- *NOTE: Loan repayment terms will not change. Contact FITSCo at:*

www.netbenefits.fidelity.com, or

1-866-682-7787

Important Dates

- April 28: Last day to change 403(b) and 457(b) contributions and to request 403(b) loan
- May 15: Employees decisions due
- May 31: Last day as UC employee
- June 1: Your first day as a LANS employee and/or UCRP retiree

Return Your UC Decision Form to LANS

- This is included in the LANS offer letter packet
- On this form, you indicate your decisions about:
 - Whether to transfer, become inactive, or retire
 - Your sick leave (if you go inactive)
- LANS will notify UC of your decisions

How UC Will Support the Decision Process

April

- Group PRP workshops

April 10-14 and April 24-28

- Supplemental 1-on-1 election appointments for retiring employees

Available Web Resources

For transition issues

www.transition.lanl.gov

For information on LANS benefits:

www.lansllc.com

For local benefits information

LANL Benefits Office website:

www.lanl.gov/worklife/benefits/index.shtml

Available Web Resources

For Retirement Handbook and other UC materials

At Your Service website atyourservice.ucop.edu

For questions about DC Plan, 403(b) Plan, 457(b) Plan, 403(b) loans

Retirement Savings Program website at
www.netbenefits.fidelity.com

Available Call Centers

- *For LANL-related questions:*
 - E-mail: benefits@lanl.gov
 - Phone: 505-667-1806; 877-667-1806
 - Fax: 505-667-2156
 - Location: TA-3, Otowi Building 261
2nd Floor
Mail Stop 280
 - Hours: 8 a.m.-4 p.m.; Tues. 10 a.m.-4 p.m.

Questions?